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C O N F I D E N T I A L

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FBIS

15960

1. *DDAS*
2. *CIAS*

TO: FBIS/ABIDJAN, FBIS/AMMAN, FBIS/ASUNCION, FBIS/BANGKOK, FBIS/GULF,
FBIS/HONG KONG, FBIS/LONDON, FBIS/MBABANE, FBIS/NICOSIA, FBIS/OKINAWA,
FBIS/PANAMA CITY, FBIS/SEOUL, FBIS/TEL AVIV, FBIS/VIENNA. 4

ADMIN 4

SUBJECT: FN COMPENSATION PLANS 4

BUREAU CHIEFS FROM [REDACTED] 4

25X1

REF: FBIS 15784 4

WE APPRECIATE ALL RESPONSES RECEIVED TO DATE. MANY OF YOU
INDICATED THAT ADDITIONAL RESEARCH WOULD BE INITIATED. FOR NOW,
PLEASE PUT THIS PROPOSAL ON HOLD. IN A MEETING WITH VARIOUS REPS
FROM FINANCE COMPONENTS AND PMCD, IT APPEARS THAT THERE IS, IF NOT
INSURMOUNTABLE OBSTACLES, CERTAINLY ENOUGH FROM THIS END TO MAKE
HQS PAYROLLING A LESS VIABLE AND DESIRABLE ALTERNATIVE. AGAIN,
APPRECIATE ALL YOUR EFFORTS. DECL OADR BY [REDACTED] ALL CONFIDENTIAL. 4

25X1

COORD: *[Signature]*

OPS

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DATE: *21* 20 SEPT 83
ORIG: [REDACTED]
UNIT: ADMIN
EXT: [REDACTED]

25X1

CHIEF, ADMIN STAFF, FBIS

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ADMIN 4

SUBJECT: FN COMPENSATION PLANS 4

BUREAU CHIEFS FROM

4

25X1

1. THE VARIOUS PLANS ARE BEING PREPARED NOW FOR REVIEW AND
APPROVAL BY DIRECTOR OF PERSONNEL. WISH TO QUERY EACH BUREAU ON
THE FOLLOWING CONSIDERATION. 4

2. IT HAS BEEN PROPOSED THAT THE PAYROLLING OF ALL SALARIES,
TCN AND LN AS WELL AS STAFF BE HANDLED BY HQS PAYROLL BRANCH. THE
OBVIOUS ADVANTAGE IS THAT IT WOULD BYPASS THE REGIONAL STATE
FINANCE CENTERS AND PERMIT HQS FBIS TO DEAL DIRECTLY WITH THE PAYROLL
OFFICE ON ANY SUBSEQUENT PAYROLL MATTERS AS THEY AFFECT THE FN
COMPENSATION PLANS. IN SIMPLE TERMS, PAYROLL WOULD ESTABLISH AN
ACCOUNT WITH A LOCAL BANK IN EACH BUREAU CITY AND ELECTRONICALLY
TRANSFER FUNDS AND PAY INFORMATION TO THE BANK FOR LOCAL PAYMENT OR
AUTOMATIC DEPOSIT TO THE LOCAL EMPLOYEE'S BANK ACCOUNT. 4

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3. AS STATED, THIS IS ONLY A PROPOSAL. WHAT WE WOULD LIKE TO RECEIVE AS FEEDBACK IS ANY PERCEIVED DRAWBACKS TO THE PLAN, LOCAL BANKING IDIOSYNCRACIES, OR LOCAL CAVEATS TO BANKING REGULATIONS. THE ONLY DIRECT OBSERVATION WE WOULD MAKE TO A REGIONAL FINANCE CENTER OPERATION IS THE WASHINGTON ORGANIZATION FOR CENTRAL/SOUTH AMERICA. WE BELIEVE THAT THERE MUST BE DIFFERENCES WITH EACH BUREAU LOCATION OF WHICH WE ARE NOT AWARE. 4

4. PLEASE ADVISE. DECL OADR BY ALL CONFIDENTIAL. H

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TO: FBIS/ABIDJAN, FBIS/VIENNA, FBIS/BANGKOK, FBIS/HONG KONG,

FBIS/AMMAN, FBIS/OKINAWA, FBIS/ASUNCION, FBIS/MBABANE. Y

SUBJECT: FBN COMPENSATION/PSI WAITING PERIODS Y

REF: FBIS/ABIDJAN 29892 Y

BUREAU CHIEFS FROM Y

25X1

1. PRESENTLY THE WAITING PERIODS FOR PERIODIC STEP INCREASES UNDER THE FBN COMPENSATION SYSTEM APPLICABLE TO ALL BUREAUS ARE 52 WEEKS FOR STEPS 1-5, 104 WEEKS FOR STEPS 6-8, AND 156 WEEKS FOR STEPS 9-12. Y

25X1

2. THE DECISION TO ADOPT THIS FORMULATION APPROXIMATING THAT OF THE GS SCALE WAS PRIMARILY TO ALLOW MANAGEMENT USE OF AN EFFECTIVE PERSONNEL TOOL TO REWARD PERFORMANCE OF THOSE EMPLOYEES WHO UNDER PREVIOUS SYSTEMS WOULD HAVE REACHED THE MAXIMUM STEP OF THEIR HIGHEST ATTAINABLE GRADE WITHIN A RELATIVELY SHORT TIME OF ACHIEVING THAT GRADE, THUS FAIRLY QUICKLY PRECLUDING THE USE OF PSI OR QSI AS RECOGNITION OF CONTINUED SATISFACTORY OR EXCEPTIONAL PERFORMANCE. Y

25X1

3. HOWEVER, AFTER A THOROUGH REVIEW BY PMCD AND FBIS IT WAS

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DETERMINED THAT THIS FORMULA WOULD BE UNFAIR TO SOME FSN EMPLOYEES TRANSFERRING TO THE NEW SCALE FORMULA AT HIGHER STEPS, AND ON SOME BUREAU PAYSCALES WOULD PLACE NEW HIRES AT THE HIGHER END OF THE FBN-7 GRADE CLOSE TO OR WITHIN THE 2 OR 3-YEAR WAITING PERIOD FOR PSI'S. UPON SUCCESSFUL COMPLETION OF THE TRAINING PERIOD, PROMOTION TO THE FBN-8 LEVEL WOULD ALSO PLACE THEM CLOSE TO OR WITHIN THE 2-YEAR WAITING PERIOD. THE FORMULA WAS FOUND TO BE PARTICULARLY INAPPROPRIATE IN THAT THE FSN'S NORMALLY REMAIN IN GRADE MUCH LONGER THAN EMPLOYEES ON THE GS SCALE AND HAVE FEWER GRADES FOR CAREER PROGRESSION. 4

25X1

4. A COMPROMISE SOLUTION HAS BEEN REACHED TO THE EFFECT THAT THE WAITING PERIOD FOR STEPS 1 TO 8 WILL BE 52 WEEKS, 104 WEEKS FOR STEPS 8 TO 10 AND 156 WEEKS FOR STEPS 10 TO 12. IT IS FELT THAT THIS WILL PRESERVE MANAGEMENT'S OPTION TO USE PSI'S AND QSI'S AS RECOGNITION OF CONTINUED SATISFACTORY OR EXCEPTIONAL PERFORMANCE FOR EMPLOYEES IN THE LATER STAGES OF THEIR CAREER WHILE MORE CLOSELY CONFORMING TO LOCAL EMBASSY PRACTICE BY EXPANDING THE NUMBER OF STEPS GRANTED AFTER A 52-WEEK WAITING PERIOD, THEREBY REDUCING THE

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THE POSSIBILITY OF DISADVANTAGING EMPLOYEES HIRED ON OR TRANSFERRING
TO THE FBN SCALE. 4

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5. AMMAN: THIS SUPERCEDES FBIS 15894. {C} DECL OADR DRV

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COORD IN DRAFT: C/AS

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